GOVERNMENT OF INDIA
HOME AFFAIRS
LOK SABHA

UNSTARRED QUESTION NO:3743
ANSWERED ON:22.12.2015
Working condition of Women Personnel
Hari Shri G.

Will the Minister of HOME AFFAIRS be pleased to state:

(a) whether the Government is considering to improve the working conditions of women in the police force;

(b) if so, the details thereof;

(c) whether the Government has received recommendations for improvement of working conditions of women in the police force which are yet to be implemented; and

(d) if so, the details thereof?

Answer

MINISTER OF STATE IN THE MINISTRY OF HOME AFFAIRS
(SHRI HARIBHAI PARATHIBHAI CHAUDHARY)

(a) to (d): " Police" being a state subject in the 7th Schedule to the Constitution, the State Governments have to implement the various police reforms in the police administration. The Centre advises the States from time to time to bring in requisite reforms in the police administration.

The Ministry of Home Affairs has issued advisories from time to time to State Governments and Union Territories for improving the working condition of women personnel and increase the representation of women in the police force to address the specific needs of women in the fast changing society. All the State Governments were advised to include suitable proposals in their State Action Plans for improving the working condition of women personnel in State police, vide this Ministry's letter No. VI.21.011/27/2014-PM.I dated 21.5.2014.
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In order to improve the working condition of women in police forces, Bureau of Police Research Development (BPR&D), an organization under Ministry of Home Affairs organizes a National Level Conferences for Women in Police. The 6th National Conference for Women in Police was organized in Guwahati, Assam on 26-28 February, 2014. Recommendations/suggestions received by Government from time to time are taken into consideration in the schemes and policies of the Government.

Further, as per recommendation of Parliamentary Committee, on Empowerment of Women (2012-2013) in its 21st report, National Police Mission of BPR&D has undertaken performance audit of women Police Stations by a professional body for assessing the requirements and suggesting improvements.

The Central Government have taken following measures for improving the working condition of women police personnel in the Central Armed Police Forces(CAPFs) and Assam Riffles:
i. There is a relaxation in height & physical efficiency test for women personnel.

ii. Creches' and Day Care Centres' have been provided by the CAPFs to women personnel.

iii. Separate accommodation for women personnel with basic amenities including toilets, has been provided. Separate toilets are made available for the use of women employees by pitching of proper tents with commode in areas where appropriate locations are not available.

iv. Vehicle fitted with mobile toilets for women personnel during movement from one place to another and during picketing duties.

v. facilities already available under the Central Government like Maternity Leave, Child Care Leave, are also applicable to CAPFs women personnel.

vi. Medical facilities with special care to the pregnant women. Lady Doctors are available to provide medical coverage.

vii. Education facilities to their children in Kendriya Vidyalaya have been provided, wherever available.

viii. Pay & Allowances are disbursed through core banking.

ix. As far as practicable, women employees are posted in their respective zones/areas to avoid their posting to a place far off from their towns.

x. In case of married women, generally husband and wife are posted in same station as far as possible.

xi. As per CISF's transfer policy, the Out of Home Zone tenure of women personnel is specified as 06 years and for others it is 17 years. For widow no Out of Home Zone tenure is applicable.

xii. The programme on Gender sensitization in Govt. Service has been conducted by all CAPFs to educate their personnel. This has also been made part of the Basic Training Programme.

xiii. Committees have been constituted at all levels to check sexual harassment and to expeditiously deal with the complaints of women personnel. All CAPFs have included Non Government Organisations (NGOs) in the Complaint Committee to enquire into complaints of Sexual harassment.

xiv. Women personnel are given equal opportunity in their career progression i.e, promotion/seniority as per the RRs at par with male counter parts.

xv. Separate General Pool Accommodation for women employees available to Central Government employees is also applicable to women employees in CAPFs.
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